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CSFD

Comments on individual presentations:

Mr. Mc Cone - Surprisingly unimpressive in delivery and ineffective in content. He apparently does not want supervisors to expect him to follow his own advice regarding application of compassion (or lack thereof).

Mr. Echols - Material was clear, generally concise and well-organized. He was occasionally difficult to hear. Injection of a few more examples or case histories desirable.

Col. White - Good delivery, but occasionally rambled and stayed on a point too long. Audience seemed especially attentive when he presented the two "case histories".

Dr. Tietjen - Difficult to hear and material a little too general; more specific advice on early detection of medical problems and injection of examples and case histories desirable.

Panel - Excellent idea and quite well handled. Questions sometimes overlapped and answers subsequently required repetition; perhaps OTR could do a little more advanced organizing and "weeding" for Mr. Kirkpatrick. Questions and answers regarding handling problem one's supervisor has might well be incorporated in individual presentations.

General comments:

Useful and worthwhile conference, but more effective if individual presentations were shorter, more specific, less repetitious of obvious points, and problem areas and answers emphasized by examples.

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COMMENTS ON BRIEFING SESSION FOR SUPERVISORS

The concept of periodic short sessions to remind supervisors of their responsibilities and to expose them to key officials in administrative fields is excellent. The course was, according to comments of fellow students, very well received and greatly appreciated. The extension of the course to Non-Support types is believed to be highly desirable.

The Director's presentation fell short of what should have been inasmuch as the tenor of his remarks stressed the competency and his complete satisfaction with supervisors. This impression was sharply cut short by the next speaker, the Director of Personnel who warned the audience that "our bosses" are not satisfied with the nature and level of supervision in the Agency. Some transition between the two presentations is needed to eliminate a bit of confusion.

The Director of Personnel's presentation was useful and included necessary basics. Perhaps the repetition of Fitness Report instruction contained in the last part of the speech could be eliminated. The Chief, Medical Staff's presentation was well accepted and quite interesting, but a bit too long and included some digression from the medical field. The Deputy Director of Support's presentation hit the points stressed very well and should be continued in present form.

The Round Table discussion of questions was generally effective. Many of the questions, however, obviously were not from the audience but left-overs from previous sessions. Many of the latter were on finance matters which had largely been eliminated from the current session. Secondly, too many questions on Fitness Report procedures.

I hope that the course will be continued.

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CRITIQUE OF SUPERVISION COURSE

My overall impression of the Supervision Course presented on 9 June was that it was a worthwhile exercise. In particular, I was pleased with the emphasis placed on the importance of the proper preparation of fitness reports and the responsibility of the supervisor to discuss with the employee the employee's job performance (particularly if performance inadequate) prior to preparation of fitness reports.

I believe that it would be helpful if Dr. Tietjen could go into more detail on the detection of very early signs of employee deterioration; how to correct a situation in the early stages before it becomes a problem of such seriousness that it requires drastic action.

I was not impressed with Mr. McCone's presentation. Most of his talk consisted of reiteration of statements that have been made over and over again by many people. I do not think it was appropriate for him to state that he expected his supervisors to do things he would not do himself -- this is in connection with his statement that he would want to do the humane thing but did not expect his supervisors to always do so.

Mr. Echols and Col. White are both effective speakers, although at times I had the feeling that Col. White forgot that women also are often supervisors. In more than one instance Col. White preceded his remarks by "gentlemen" rather than "ladies and gentlemen".